



Your **trusted partner**  
in the **European**  
**chemical sector**



# MONTHLY NEWSLETTER

**Newsletter No. 3**

**December 2022**



Dear reader,

Welcome to the ECEG's monthly newsletter! Our monthly *rendez-vous* when we share the ECEG's and its members' & partners' activities, as well as provide insights on the latest developments in the EU institutions.

As the year draws to a close, our newsletter will guide you on a small journey through 2022 to summarize the ECEG's achievements.

It was without any doubt a very challenging year but also full of exciting projects!

From the ECEG's team, we sincerely wish you all the best and a wonderful holiday season with your loved ones. Look forward to further collaborating in 2023!

# The ECEG's 2022 in short

## STEM joint statement

ECEG together with industriAll Europe issued a joint statement on STEM in May 2022.

The objective of thereof was to address the well-known **deficit of skilled workers** that our industry is facing and will face by 2030. The 2018 Korn Ferry study showed that our sector would run an 11% labour shortage by 2030, especially related to STEM disciplines.

The European Centre for the Development of Vocational Training (CEDEFOP) stressed that cross-sectoral **demand for STEM professionals will increase by 8% by 2025**.

Social partners developed a list of **concrete suggestions/actions** for the European Commission, Member States and Social Partners to meet the skills demand in the future.

[Full text](#)

## ECEG 20th Anniversary

13 September 2022, Brussels

On 13 September, ECEG celebrated its 20th anniversary together with its membership, social partner representatives, sectoral associations, and representatives from the Commission and the Council.

During the event, there were interventions from distinguished speakers, such as **Michael Vassiliadis** (President of industriAll Europe) and **Stefan Olsson** (Deputy Director General of the DG Employment, European Commission).

Moreover, the “**Young Chemical Influencer 2022**” contest was officially launched.

Thanks to all the participants who joined us for the celebration, as well as to those who were not able to attend the event but supported the ECEG throughout these 20 years.

We look forward to strengthening our cooperation in the years to come!

[Photo Gallery](#)

## European Year of Youth contest: Young Chemical Influencer 2022



**European Year of Youth 2022**  
Building a better chemical future

Find out more about the challenge:  
[eceg.org/year-of-youth](https://eceg.org/year-of-youth)

#EYY2022 | #YouthInChem22  
IG & TikTok: @eceg\_Brussels

In September 2022, the ECEG and its national coordinators launched a unique experiment in the framework of the EU Year of Youth, the “**Young Chemical Influencer 2022**” contest.

The aim was to raise a genuine interest in STEM subjects and encourage young people to embark on scientific careers. We did not expect to reach and engage so many young students all over Europe with a passion for chemistry and STEM studies.

The **two winners** – from Spain and Hungary – have already been selected by a jury of experts and by the social media audience. In early 2023, they will receive **two outstanding prizes**: a trip to Brussels to meet European institutions’ representatives and key stakeholders, and a prize with a value of EUR 500 for learning activities.

Each contribution has been meaningful and enriching, making the selection of the winners very difficult. We want to deeply thank all the talented participants for their meaningful contributions, as well as the organizations that supported our contest!

We look forward to launching new activities in 2023, in line with the **European Year of Skills!**

## Just Transition Platform

DG Regio established the JTP in 2020 to provide technical and advisory support to stakeholders involved in just transition activities, particularly in regions dependent on fossil fuels or carbon-intensive industries.

ECEG has been chosen as one of the stakeholders, also in its capacity as a recognized social partner.

The objective of the group is to develop a common transition vision by creating a stakeholder network where, amongst others, the social impact, solutions, and tools to tackle local challenges of transition processes and inclusive approaches to the transition were to be developed.

**8 Actions** have been identified in the Implementation Plan:

1. Sharing **best practices about energy transition among local and regional authorities** (LRAs) and **in cross-border/interregional cooperation**.

2. Establishment of **transformation councils for regional governance** in Just Transition Fund (JTF) regions.

3. Promotion of the **carbon circular economy** as part of the circular economy strategy.

4. Research pillar: **Interregional R&D partnerships** on green hydrogen for the chemical industry.

5. Infrastructure pillar: **Coordination platform for infrastructure for the chemical industry**.

6. **Recommendations for an effective social dialogue** and its legal basis.

7. **Granular mapping of employment consequences of the transition** to be carried out by public authorities.

8. Drafting a **framework for regional resource creation** that could be mobilised to support the transition.

WGs members will start implementing the above-mentioned actions in **2023**. Progress on the execution of actions will be discussed during the 2023 WG meetings.

## Transition pathways for European industrial ecosystems

DG Internal Market, Industry, Entrepreneurship and SMEs (GROW) proposed the development of Transition pathways for European industrial ecosystems to achieve the goal of a **green, digital and resilient economy** with the direct involvement of the stakeholders.

The development of pathways for transition is based on the blueprint, which consists of the most important elements that need to be addressed in an actionable plan to make the transition possible.

These elements include:

- Infrastructure,
- investments and funding,
- regulation and public governance,
- research & innovation, techniques and technological solutions,
- skills,
- social dimension,
- sustainable competitiveness.

The stakeholder group covering chemicals was established in February 2022. A Staff Working Document was drafted by the European Commission jointly with the input of stakeholders, representing the chemicals industry. The later discussed with the Commission each of the building blocks composing the transition pathway's matrix developed by the Industrial Forum. For each building block a series of actions and initiatives were identified as contribution to the achievement of the twin transition and resilience of the industry.

This roadmap constitutes the first component of the transition pathway of the broader Energy Intensive Industries (EIIs) ecosystem.

ECEG actively contributed to the drafting process of the last two building blocks, namely social dimension, and skills.

The publication of the Transition pathway for Chemicals is foreseen in January 2023.



# Institutions

## Pay Transparency

After reaching a first agreement on the main political lines in early December, the Council and the European Parliament reached on 15 December a provisional agreement on the draft directive on pay transparency.

Among the main points, the following was agreed:

- **Reporting obligations for companies with more than 100 employees.** The Commission's proposal and the Council general approach were asking for a threshold of 250 employees, while the Parliament wanted to lower it to 50 employees.
- **Obligation for all companies to provide their employees with a description of the gender-neutral criteria used to define pay.**
- **Joint pay assessments** to be conducted when there is a gender gap of at least 5%. The European Parliament called to apply these measures from a 2.5% gap.
- Inclusion of the notion of "**intersectionality**" (the fact of having faced multiple discriminations) in the Directive, as an aggravating factor.

While fully sharing the gender equality objectives, the ECEG and its membership are deeply concerned by the **overly detailed and prescriptive requirements of the Directive.**

The European Parliament and Council are expected to formally approve the agreement during the Coreper meeting on **Wednesday, 21 December.**

## Priorities of the Swedish Presidency of the Council

On Wednesday 14 December, the Swedish delegation presented its priorities and main direction for the Presidency of the Council of the EU **from 1 January until 30 June 2023**. The Programme highlights four main points of action, namely 1) security, 2) competitiveness, 3) green & energy transition, 4) democratic values and the rule of law.

In terms of employment and social policies, the Presidency will focus on:

- Revision of the Asbestos Directive.
- Proposal on the revision of the Chemical Agents Directive.
- Advance on the proposed Directive on improving working conditions in platform work.
- Progress briefing on the EU Strategic Framework on Health and Safety at Work 2021–2027.
- Council recommendation on enhanced social dialogue.
- Work towards increased gender equality, including by following up on paragraph 202 of the Beijing Platform for Action on institutional gender mainstreaming.
- Progress on the proposed Directive on equality bodies.
- To advance negotiations in the Council on the proposal for an anti-discrimination directive.
- Revision of the regulations on social security coordination.
- Strengthening of the rights of the child and promotion of the integration of these rights.
- Implementation and use of the EU Strategy for the Rights of Persons with Disabilities.

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## News from Members and Partners

### Cedefop's online seminar:

### *“Beyond subsidising training costs - How policy instruments support MSMEs to increase their training provision”*

15 December 2022, Online

The Cedefop's online event - *Beyond subsidising training costs – How policy instruments support micro, small and medium-sized enterprises to increase their training provision* - focused the attention on **education** and **training**, with a specific regard to MSMEs.

**Digital** and **inclusive education** have been a top priority for the Czech Presidency, alongside **health and well-being** and the extraordinary **situation in Ukraine**. The practical measures that followed these three pillars focused on the education and integration of Ukrainian children and pupils, where VET had been tested, due to different education systems.

Moreover, according to the objectives of the Commission, by 2030 60% of all adults should participate in training each year. This ambitious plan brings new challenges in terms of achieving the EU goals for education and training and filling the gaps in MSMEs to ensure social inclusion and equity.

Education and training activities, especially in MSMEs, should be supported by identifying needs, encouraging the innovation and skill development and building a culture of lifelong learning.

To respond to contemporary challenges, 2023 – the **European Year of Skills** – is expected to be a year with conspicuous investments in actions to **up-/re-skill the European workforce**.

The European Commission stressed the importance of:

- Considering **all skills** as relevant,
- Matching **people's aspirations** with the labour market and
- Attracting **third countries** workers, outside the EU.

To this extent, a series of actions have been already set, including:

1. **Individual Learning Accounts,**
2. **Pack for skills** and
3. **Framework for unlocking investment.**





## Next meetings

- **24 January 2023**, Brussels | 12h30 - 14h30  
ECEG-Ceemet event at the European Parliament on Career guidance
- **07-08 March 2023**, Rome  
Conference “On the Road to Climate neutrality 2050”
- **13 March 2023**, Online  
SSDC Meeting, Expert Group meeting 1
- **15 March 2023**, London  
ECEG’s Board Meeting
- **24 March 2023**, Brussels  
ECEG’s Steering Committee
- **06 June 2023**, Brussels  
SSDC Meeting, Expert Group meeting 2

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